



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: John R. Panico

Current profession: Arbitrator, Mediator, Fact-finder

Business address 1: 1916 Pike Place, Suite 12 #362, Seattle, WA 98101

Business address 2: 9465 Counselors Row, Suite 200, Indianapolis, IN 46240

Business Phone: (866) 767-3343 Cell phone: 317-796-5266

Email: panicolaw@justice.com Information current as of: 4/2016

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator:
As mediator: 4

As interest arbitrator:
As fact-finder: 1

Brief description of industries and issues dealt with:

Public sector mass transit (Bus, Rail & Paratransit); Manufacturing; Municipal Government; Long-Term and Acute Health Care; Office & Professional; Convention & Trade Show; Mining; Utilities; Culinary; Food Service, Hotel & Restaurants; Warehouse & Trucking; Retail; Higher Education; Police & Security.

Brief description of issues dealt with:

Ability; Absenteeism; Alcohol/Drug Abuse & Testing; Apprentices/Trainees; Arbitrability; Automation; Bargaining Unit Work; Bonuses; Compensation; Dmotion; Disability; Discipline & Discharge; Discrimination; Health & Welfare; Hiring; Holidays & Holiday Pay; Incentive Rates & Standards; Insubordination; Interest Arbitration; Job Classification; Job Evaluation; Job Posting & Bidding; Jurisdiction; Layoff, Recall & Bumping Rights; Leaves of Absence; Management Rights; Merit Pay; Other Fringe Benefits; Overtime; Past Practice; Pensions; Performance Appraisals; Personal Conduct; Personnel Records; Premium Pay; Production Standards; Reassignment; Reduction-in-Force; Reporting; Call-In & Call-Back Pay; Safety & Health; Scheduling of Work; Seniority; Sexual Harassment; Sick Leave; Strike & Lockout; Subcontracting; Training; Vacancies; Vacation & Vacation Pay; Wages; Work Stoppages; Work Assignment and Working Conditions.

OTHER QUALIFYING EXPERIENCE:

Public Health Turst of Miami Dade County Florida From: 01/2011 To: 12/2011.
Title or capacity: Director of Labor & Employment Relations & Workforce Compliance

University of Chicago From: 01/2010 To: 12/2010.
Title or capacity: Director of Labor Relations

New York City Transit Authority From: 01/2008 To: 1/2010.
Title or capacity: Senior Director of Collective Bargaining/Chief Labor Negotiator

EDUCATIONAL BACKGROUND:

B.A., State University of New York at Old Westbury, Politics, Economics, Society.
MSLIR., New York Institute of Technology, Labor & Industrial Relations
J.D., Irvine University School of Law, Law.

PROFESSIONAL CERTIFICATIONS AND LICENSES:

State of California Bar.
State of Utah Bar.
State of Indiana Bar.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Indiana State Bar Association, 2003
American Bar Association, 2015
Indiana Association of Mediators, 2014

AVAILABILITY:

Grievance arbitration, Fact-finding.

Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1200 per diem for hearing, study time and award writing. \$180 per hour after 5pm.
Cancellation, etc. fees:	16-30 days prior to hearing date ½ per diem for each scheduled date. 15 days or less notice: Full per diem for each scheduled date.
Travel/subsistence fees:	\$90 per hour travel time charged for travel more than 50 miles from business address. Actual travel expenses.
Other fees charged:	Cancellation fees may apply.